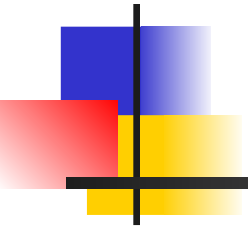
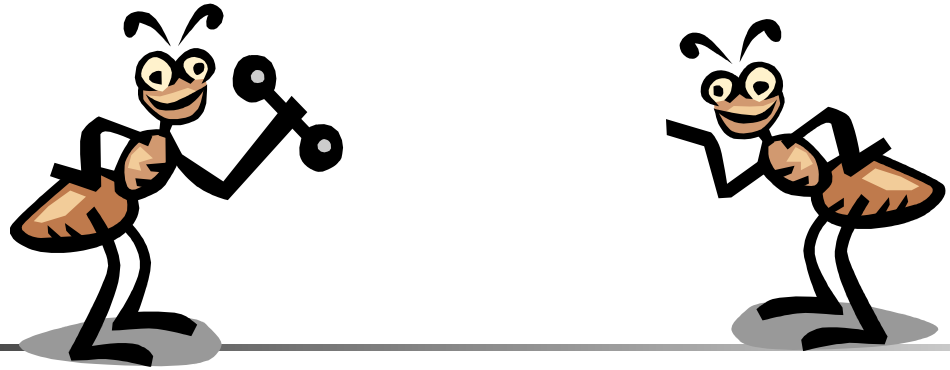
HEARING CONSERVATION HEALTH EDUCATION AND MOTIVATION





The goal of the HCP is to prevent occupationally related noise-induced hearing loss.

In order to accomplish that goal, continual education of noise-exposed personnel is necessary.

Regulations/Instructions with Guidance on Educational Requirements within the HCP

- DODI 6055.12
- Navy/Marine Corps
  - OPNAV 5100.23 (shore)
  - OPNAV 5100.19 (ship)
  - MCO 6260 (Marines)
  - NEHC Tech Manual 6260.51.99
- Army
  - DA Pam 40-501
- Air Force
  - AFOSH Std 161-20 (soon to be AFI 48-20)
- Local Instruction/regulation

Education/Training Content

- Elements of & rationale for the HCP
  - Noise hazard eval
  - Engineering controls
  - HPD’s
  - Audiometric monitoring
  - Education & training

- Discuss local command HCP policies

Optional Educational Information

- Discuss the anatomy of the ear and how noise damages the hair cells within cochlea
- Discuss recreational noise hazards.
  - Data from recent study on personal stereos.
- Symptoms of a noise-induced hearing loss – explain the negative effects
- Discuss quality of life issues that come with the permanent loss of hearing
- Discuss the four P's associated with noise-induced hearing loss

Optional Educational Info (cont.)

- Physical & psychological effects of noise (symptoms of a noise-induced hearing loss)
- Recognition of noise-hazardous signs/decals
- Purpose of audiometric testing
- Proper selection, fitting, use & care of HPD’s
- Worker & supervisor responsibilities
- Hazards of off duty recreational noise
- Impact of hearing loss on job performance, fitness for duty & quality of life (4 P’s)

Employee Motivation

- **Behavior must change in order to improve compliance with HPDs**
- **Perform walk-throughs to monitor compliance**
- **Re-enforce use of hearing protection in the presence of co-workers**
- **The game is lost if supervisors do not set the example**
- **Within limits, allow workers to choose type of HPD’s**
- **Report/document non-compliance**
- **Provide positive feedback to those who consistently wear HPD’s**

Employee Motivation(cont.)

- Recognize units or work centers having the lowest STS rates and highest compliance with annual testing and hearing protection use.
- Develop healthy, creative competition within or between units on use of hearing protection; have leadership involvement; leaders may decide to have a reward system for units/personnel with the best compliance, such as a trophy of the ear or earplug, or liberty time.
- Get hearing impaired people to talk to units.
- Show quality videos/movies.
- Work with personnel having difficulty using hearing protection.

Impact of Hearing Loss on Employment

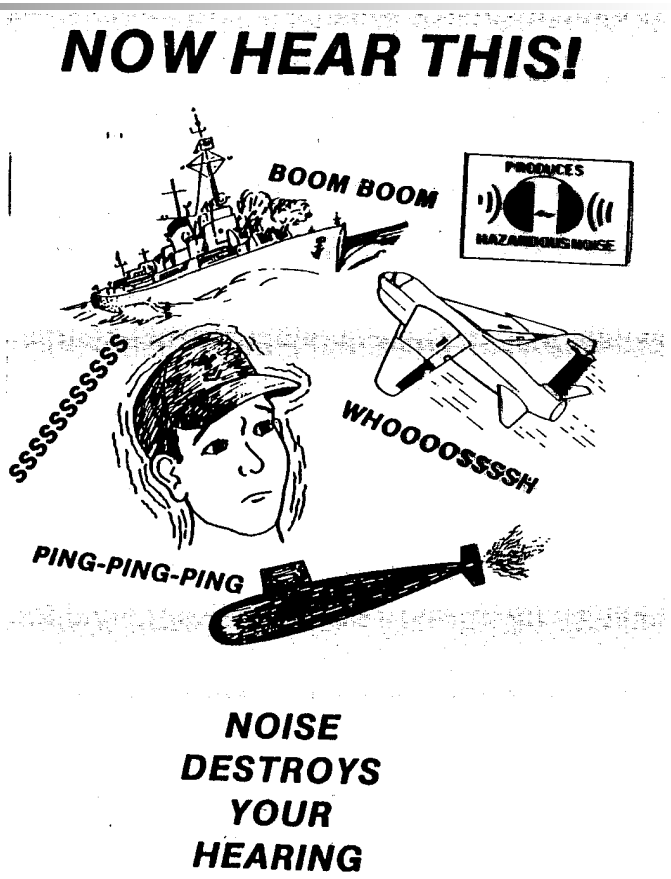
- **Hearing loss can affect safety in the workplace and communication ability with co-workers, particularly when loss is compounded by HPDs.**
- **Removal from duty in noise, or from the military may be recommended and accomplished.**
- **Factors to consider include safety on job, current audiogram and speech discrimination in noise, progression of loss over time, success of prior interventions, years until separation/retirement, etc.**

Documentation

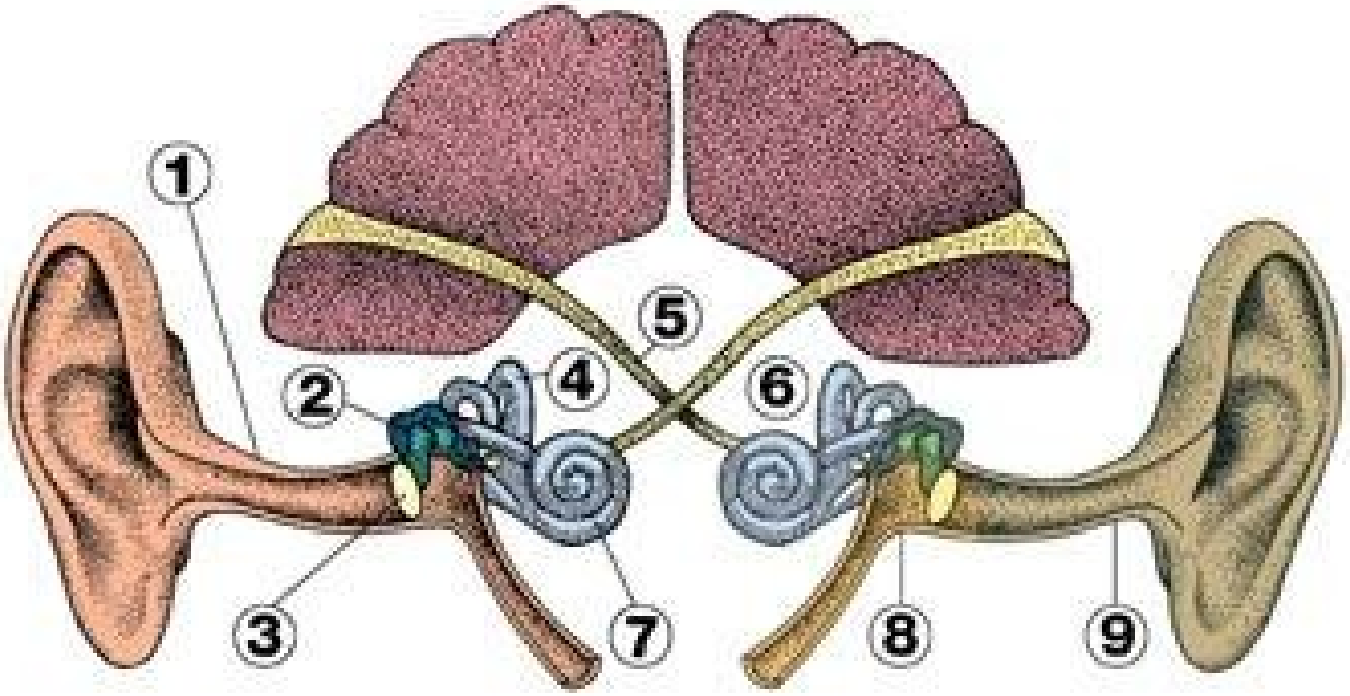
- Annual hearing conservation training must be documented in employee training records, and on DD2216 if provided in conjunction with annual hearing testing.
- Sign-in rosters documenting annual group training must be kept on file with the unit or shop for inspection purposes for a minimum of 5 years.
- Copies of training rosters must be forwarded to the Safety Officer. For training done in conjunction with annual audio, annotate refresher training on command rosters.
- Training effectiveness must also be evaluated.

Hearing Conservation Training Materials

- A comprehensive list of educational materials and sources for materials is listed in the student workbook.
- Resources are also available from the Army's Center for Health Promotion & Preventive Medicine (CHPPM), and the Navy Environmental Health Center (NEHC).



QUESTIONS???



1) Ear Canal
2) Middle Ear Bones
3) Eardrum
4) Semi-Circular Canals
5) Auditory Nerve
6) Inner Ear
7) Cochlea
8) Middle Ear
9) Outer Ear